

Entry Years Enhancements

Utah's Support and Enhancement Program for Level 1 Educators

EYE



Utah State Office of Education – www.schools.utah.gov

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This document describes policies and procedures for Utah's Entry Years Enhancements (EYE) program. Since this program continues to change and develop, it is advisable to refer to the most recent version of the document available online at www.schools.utah.gov/cert.

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WHAT IS ENTRY YEARS ENHANCEMENTS (EYE)?

The *Entry Years Enhancements (EYE)* is a structured support program for Level 1 educators as they fulfill the requirements for a Level 2 professional license. EYE provides Level 1 educators with accredited school, district, and state support for a three-year period. All Level 1 educators are required to participate and all requirements must be completed within the first three years of service.

The goal of the EYE program is to encourage Level 1 educators to develop successful teaching skills and strategies as described in the Utah Professional Teacher Standards (UPTS) with assistance from experienced colleagues. Upon successful completion of three years of service and all EYE requirements, the district/accredited school may recommend the Level 1 educator for a Level 2 Utah Professional Educator License. If all EYE requirements have not been met, the district/accredited school may request a one-time, one-year extension at their discretion, see page 6 for further details.

WHAT ARE THE UTAH PROFESSIONAL TEACHER STANDARDS?

The standards are based on current research and expert advice pertaining to best teaching practices. Each standard contains specific elements of teaching practices, but all of the standards are interrelated and work together to provide a complete picture of effective teaching practices to promote high quality student learning. The standards are designed to be used by teachers to: set professional goals to improve practice; to prompt reflection about student learning and teaching practices; and guide and assess the progress of an educator's practice toward professional goals and student achievement.

Standard 1 Creating and maintaining a positive classroom environment that promotes student learning	Standard 4 Assessing and evaluating student learning
A. Create a physical environment that supports a culture for learning and engaging students. B. Implement classroom procedures to enhance student learning. C. Manage student behavior. D. Establish a civic classroom based on caring, responsibility, and respect for diversity. E. Use instructional time effectively to enhance student learning	A. Assess learning goals based on Utah Core Curriculum Standards B. Use multiple sources of formal and informal assessment to verify student learning. C. Maintain accurate records of student progress. D. Use student achievement data to inform instruction. E. Communicate feedback on learning progress to students and parents/guardians.
Standard 2 Planning curriculum and designing instruction to enhance student learning	Standard 5 Demonstrating professionalism to support student learning
A. Demonstrate knowledge of content. B. Demonstrate knowledge of age-appropriate pedagogy. C. Design and articulate instruction aligned with Utah Core Curriculum standards. D. Select instructional goals based on student achievement data and knowledge of students. E. Connect curricula to student development and cultural background. F. Use appropriate resources to facilitate individual student learning. G. Integrate curricula across multiple content areas	A. Understand and act consistently with education laws. B. Demonstrate moral and ethical conduct as educators and role models for young people. C. Maintain professional demeanor and appearance. D. Establish professional goals, reflect on teaching, and pursue opportunities to grow professionally. E. Contribute to the educational community and demonstrate professional leadership. F. Act as an advocate for students, consistent with professional standards and with respect for parents and families.
Standard 3 Engaging and supporting all students in learning	
A. Communicate instruction clearly and accurately. B. Use research-based instructional strategies to enhance student learning of content. C. Accommodate individual students' cultural, physical, emotional, social, and intellectual growth. D. Reflect on teaching and learning. E. Differentiate instruction to meet individual student learning needs. F. Incorporate understanding of the diversity of the school community into student learning. G. Integrate the Utah Life Skills document into student learning. H. Engage families as partners in student learning.	

WHO MUST COMPLETE EYE?

All educators with a level 1 Utah educator License must complete the EYE requirements appropriate to their area of concentration. Educators holding a license with more than one area of concentration must complete all EYE requirements for each area of concentration; for example Elementary Education, School Counselor, Speech-Language Pathologist, etc.

WHAT ARE THE EYE REQUIREMENTS?

All Level 1 educators must complete the EYE requirements appropriate to their area(s) of concentration and be eligible for upgrade to Level 2 by the time they have three years of verifiable professional experience in a public or an accredited private school as designated by the EYE program **AND** their Level 1 license expires. One or two years of licensed out-of-state experience may be used toward the EYE service requirement at the discretion of the employing district/accredited school. All educators who are upgrading their Level 1 license must have a completed Ethics Review and cleared background/fingerprint check prior to final approval from the employing district/accredited school within one calendar year of upgrade. A district/accredited school may request a one-time, one-year extension at their discretion to support a Level 1 educator in completing EYE requirements, see page 6 for further details.

Educators applying for a Utah Educator License who have three or more years of verifiable prior experience from another state or country in a public or an accredited private school or who were licensed (Level 1) and hired in Utah prior to January 1, 2003 may be recommended for a Level 2 Utah Educator License after one additional year of service, two satisfactory professional evaluations, cleared background/fingerprint check within one calendar year, completed Ethics Review, and a recommendation from the employing district/accredited school beginning in January of the upgrade school year. Level 1 Educators who are in the Return to Education program with two or more years of service and have not completed EYE must include the completion of EYE requirements in their Professional Development plan. The district/accredited school has discretion in determining the employment or re-employment status of educators.

Educators with licensed experience in Utah prior to January 1, 2003 OR three (3) or more years of licensed Out-of-State experience in a public or accredited private school should complete the following:

- Hold a Level 1 Utah educator License.
- Complete one year of licensed service in a Utah public or accredited private school
- Receive two professional evaluations in a Utah public or accredited private school with a satisfactory final evaluation
- Complete any additional district/accredited school requirements.
- Have a cleared background/fingerprint check within one calendar year; www.utah.gov/teachers.
- Receive a district/accredited school recommendation for upgrade to Level 2.
- Achieve NCLB HQ status in at least one licensure area, if qualified in any NCLB subject area.
- Provide verification of out-of-state, foreign, or in-state years of licensed teaching experience in a public or accredited private school.
- CTE may require additional coursework; contact Susan Loamanu at 801-538-7662 for information
- Complete the Ethics Review at www.utah.gov/teachers.

EYE REQUIREMENTS BY AREA OF CONCENTRATION

Early Childhood Education, Elementary Education, Secondary Education, Special Education, Career & Technical Education (CTE), and Library Media Specialist

- Hold a Level 1 Utah Educator License.
- Complete a professional portfolio.
- Receive two professional evaluations per year for three years in a Utah public or accredited private school with a satisfactory final evaluation.
- Achieve a score of 160 or better on ONE of the four Praxis II: PLT tests at the appropriate level of educational preparation; 0621 (5621), 0622 (5622), 0623 (5623), or 0624 (5624).
- Work with a trained mentor for three years.
- Complete any additional district/accredited school requirements.
- Have a cleared background/fingerprint check within one calendar year; www.utah.gov/teachers.
- Receive a district/accredited school recommendation for upgrade to Level 2.
- Achieve NCLB HQ status in at least one licensure area, if qualified in any NCLB subject area.
- CTE may require additional coursework; contact Susan Loamanu at 801-538-7662 for information
- Complete the Ethics Review at www.utah.gov/teachers.

Speech-Language Pathologist, Speech-Language Technician, and Communication Disorders-Audiology

- Hold a Level 1 Utah Educator License.
- Complete a Professional Portfolio (for SLT and SLP areas licensed and hired after July 1, 2009)
- Receive two professional evaluations per year for three years in a Utah public or accredited private school with a satisfactory final evaluation.
- Work with a trained mentor for three years.
- Complete any additional district/accredited school requirements.
- Have a cleared background/fingerprint check within one calendar year; www.utah.gov/teachers.
- Receive a district/accredited school recommendation for upgrade to Level 2.
- Complete the Ethics Review at www.utah.gov/teachers.

Pre-school SpEd (B-5), School Counselor, School Psychologist, and School Social Worker

- Hold a Level 1 Utah Educator License.
- Receive two professional evaluations per year for three years in a Utah public or accredited private school with a satisfactory final evaluation.
- Work with a trained mentor for three years.
- Complete any additional district/accredited school requirements.
- Have a cleared background/fingerprint check within one calendar year; www.utah.gov/teachers.
- Receive a district/accredited school recommendation for upgrade to Level 2.
- Complete the Ethics Review at www.utah.gov/teachers.

Suggested Schedule for Completion of EYE Requirements

YEAR 1	YEAR 2	YEAR 3
Mentor	Mentor	Mentor
2 Evaluations	2 Evaluations	2 Evaluations
Work on Portfolio	Work on Portfolio	Complete Portfolio
Pass Praxis II Principles of Learning and Teaching (PLT) test		
Achieve Highly Qualified status under NCLB		
Complete CTE additional coursework		
	Complete any additional district/accredited school requirements	Complete the Ethics Review Cleared Background/Fingerprint Check within one calendar year Employer recommendation for upgrade to Level 2

WHAT IS A PROFESSIONAL PORTFOLIO?

The EYE portfolio is a record of the Level 1 educator's growth, represented through artifacts and reflections. The portfolio is prepared according to the guidelines of the employing district/accredited school and is submitted during the Level 1 educator's second or third year of teaching. The portfolio is evaluated by the employer.

The portfolio provides a professional record to guide future professional development and may serve as supportive evidence in future employment interviews. It provides introspection opportunities for the Level 1 educator as well as a conversation tool between the mentor and the Level 1 educator. Each district/accredited school will design and evaluate its own EYE Portfolio requirements, using the following guidelines. The portfolio should:

- be based upon the *Utah Professional Teacher Standards* or district/accredited school standards
- include teaching artifacts
- include notations and reflections explaining the artifacts
- be a vehicle for collaboration with the mentor
- provide evidence of content knowledge and pedagogy

WHAT ARE PROFESSIONAL EVALUATIONS?

Utah districts/accredited schools are required to observe Level 1 educators and evaluate their teaching skills at least twice during each of the three EYE years. Evaluations and evaluation plans are developed by each district/accredited school. It is recommended that evaluations of EYE educators be linked to the requirements of the *Utah Professional Teacher Standards*.

WHAT TESTS ARE NEEDED TO COMPLETE EYE REQUIREMENTS?

Praxis II Principles of Learning and Teaching (PLT) Tests

The *Praxis II Principles of Learning and Teaching* (PLT) test is required of all educators to complete EYE requirements and qualify for a Level 2 license. The test is designed to assess a beginning educator's pedagogical knowledge. It assesses an educator's understanding of such areas as human growth and development, classroom management, instructional design and delivery techniques, and evaluation and assessment. The test uses a case study approach and features constructed-response and multiple-choice items.

Level 1 Educators must pass the PLT test with a score of 160 or greater in order to apply for a Level 2 License. Educators who do not achieve a passing score may retake the test within the three-year duration of the Level 1 license.

Registration information and current test fee information can be found at the Educational Testing Services (ETS) website, www.ets.org/praxis. ETS will forward scores to the Utah State Office of Education upon the educator's request. Please allow 6-8 weeks to receive test results. A computer-based version of the PLT tests will be available about July 2012.

Level 1 educators select the Praxis II Principles of Learning and Teaching (PLT) test in their area of education preparation:

Early Childhood	<i>Praxis II (0621/5621) Principles of Learning and Teaching</i>
Grades K-6	<i>Praxis II (0622/5622) Principles of Learning and Teaching</i>
Grades 5-9	<i>Praxis II (0623/5623) Principles of Learning and Teaching</i>
Grades 7-12	<i>Praxis II (0624/5624) Principles of learning and Teaching</i>

Praxis II Content Tests

To complete EYE requirements and qualify for Level 2 licensure, a Level 1 educator must be NCLB Highly Qualified in at least one of the NCLB license areas in which they are endorsed. Level 1 educators licensed in non-NCLB areas are not held to this requirement.

Early Childhood and Elementary Educators

To become NCLB Highly Qualified, Elementary (K-6 or 1-8) educators must submit a passing score for the *Praxis II (0014) Elementary Education Content Knowledge*. A computer-based *Praxis II (5014) Elementary Education Content Knowledge* test is also available.

Early Childhood (K-3) educators may submit a passing score for the *Praxis II (0022) Early Childhood Education Content Knowledge*. Educators may register for these tests, view test descriptions, and obtain study guides at www.ets.org/praxis.

Secondary Educators Endorsed in NCLB Areas

Secondary Educators endorsed in NCLB areas must become HQ before applying for a Level 2 license. Highly-Qualified status applies to educators of core subjects in the following areas: English, Fine Arts, Foreign Language, Reading/Language Arts, Mathematics, Science, Civics and Government, History, and Geography. Additional information regarding HQ status is available at www.schools.utah.gov/cert/No-Child-Left-Behind.aspx.

Special Education

Special education teachers must be HQ in one area of licensure in order to apply for a Level 2 license. Special Education teachers should consult with their district/accredited school special education department when determining the best test for the educational goals.

Mild/Moderate Disabilities	<i>0354-SpEd Content, 0543-SpEd Content, 0069-Middle School Mathematics, 0049-Middle School Language Arts, or 0014/5014-Elementary Content</i>
Blind and Visually Impaired	<i>0354-SpEd Content, 0069-Middle School Mathematics, 0049-Middle School Language Arts, or 0014/5014-Elementary Content</i>
Severe Disabilities	<i>0545-Severe SpEd Content 0354-SpEd Content, 0069-Middle School Mathematics, 0049-Middle School Language Arts, or 0014/5014-Elementary Content</i>
Deaf and Hard of Hearing	<i>0354-SpEd Content, 0069-Middle School Mathematics, 0049-Middle School Language Arts, or 0014/5014-Elementary Content</i>
SpEd - Secondary subject area endorsements	See Praxis test list pertaining to NCLB core subject area endorsements, other than Mathematics and English/Languages Arts: www.schools.utah.gov/cert/No-Child-Left-Behind.aspx

WHAT IS THE ROLE OF THE MENTOR?

The trained mentor assigned by the district/accredited school acts as a resource for the Level 1 educator. Utah State Board rule requires that EYE mentors be trained to successfully carry out their assignment. Mentors should develop appropriate attitudes, knowledge, and skills as described in the *Utah EYE Mentor Standards* to effectively assist Level 1 educators.

HOW MAY AN EDUCATOR UPGRADE TO A LEVEL 2 LICENSE?

The Level 1 Utah Educator License is issued to an individual who is recommended by a Board-approved educator preparation program, an individual approved by an alternative preparation program, or an educator who was originally licensed in another state.

During the three-year duration of the Level 1 license, the Level 1 educator is supervised by the employing district/accredited school and completes the EYE requirements. A Level 2 license may be issued after to three years of service, the completion of all EYE requirements, cleared background/fingerprint check within one calendar year, completion of the Ethics Review, and a recommendation by the employing district/accredited school beginning in January of the upgrade school year. The Level 2 license is issued for five years and may be renewed for successive five-year periods.

One-Year Extension

If a Level 1 educator fails to complete all of the EYE requirements within the three-year period because of unusual or extenuating emergency circumstances, the employer may request a one-time, one-year extension of the level 1 license to provide additional time for the educator to complete the requirements; see form at www.schools.utah.gov/cert/DOCS/EYE/Level1ExtensionForm.aspx. Requests for a Level 1 extension must be received between April 1st and June 30th of the license expiration year.

Recommendation for Upgrade

Upon the Level 1 educator's successful completion of state EYE requirements and any additional district/accredited school requirements, the employer may recommend the educator to the State Board of Education for a Level 2 Utah Professional Educator License. The employing district/accredited school will make the upgrade recommendation in the educator's file in the *Comprehensive Administration Credentials for Teachers in Utah Schools* (CACTUS) system. This electronic recommendation must be followed by payment of an upgrade fee (\$75) by the recommended educator. Educators may access www.utah.gov/teachers, choose Upgrade to Level 2, follow the on-line instructions, and pay the fee to obtain a copy of the Utah Educator License showing Level 2 status.

Expired Level 1 Licenses

If an educator's license is due to expire on June 30th of the current year, it is the educator's responsibility to work with their district/accredited school to obtain a Level 2 upgrade or a one-year extension. If the license expires, the educator's employment may be in jeopardy. An educator whose license has expired should consult immediately with their district/accredited and develop a plan to reinstate the license as soon as possible. The following steps are required to reinstate an expired Level 1 license:

- 1) Complete all Early Year Enhancement (EYE) requirements. Obtain Level 1 to Level 2 upgrade recommendation from employing district/accredited school; upgrade form is located at www.schools.utah.gov/cert/DOCS/EYE/EYEIndividualForm.aspx.
- 2) Complete Level 1 Utah Educator License renewal form to verify 100 relicensure points over; see renewal form at www.schools.utah.gov/cert/DOCS/Renewal/renewalform_level1.aspx.
- 3) Complete USOE fingerprint/background check within one calendar year. Initiate fingerprint/background check at www.utah.gov/teachers. The fingerprint/background check includes a \$74 fee.
- 4) Complete the Ethics Review within one calendar year at www.utah.gov/teachers.
- 5) Submit all documentation to the USOE address on the forms, Attn: L1 Upgrades, with the \$75 Utah Educator License renewal/upgrade fee.

WHAT ARE THE ETHICS REQUIRED FOR UTAH EDUCATORS?

The Utah State Board of Education requires educators to comply with federal, state, and local laws, maintain a safe learning environment, and exhibit appropriate professional educator conduct. Violations of professional standards may result in license discipline. All educators are responsible for their own professional conduct and should be familiar with Utah State Board requirements detailed in *State Board Rule R277-515*. All Level 1 educators must complete the Ethics Review at www.utah.gov/teachers prior to receiving a recommendation for upgrade to a level 2 Utah Professional Educator License.